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इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।
Separate paging is given to this Part in order that it may be filed as a separate compilation.

2 JUL 1972

MINISTRY OF LABOUR AND REHABILITATION

(Department of Labour and Employment)

NOTIFICATIONS

New Delhi, the 25th April 1972

S.O. 318(E).—Whereas certain draft scheme to amend the Calcutta Dock Workers (Regulation of Employment) Scheme, 1970, was published as required by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948) at Pages 1991 to 2003 of the Gazette of India, Extraordinary part-II, section 3, sub-section (ii), dated the 21st April 1971 under the notification of the Government of India in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), No. S.O. 1742, dated the 20th April 1971, inviting objections and suggestions from all persons likely to be affected thereby, till the 24th May 1971;

And whereas the said Gazette was made available to the public on the 21st April, 1971.

And whereas the objections and suggestions received from the public on the said draft have been considered by the Central Government;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 4 of the said Act, the Central Government hereby makes the following scheme to amend the Calcutta Dock Workers (Regulation of Employment) Scheme, 1970, namely:—

1. **Short title and commencement.**—(1) This Scheme may be called the Calcutta Dock Workers (Regulation of Employment) Amendment Scheme, 1972.

(2) It shall come into force on the date of its publication in the official Gazette.

2. In the Calcutta Dock Workers (Regulation of Employment) Scheme, 1970—

(1) in sub-clause (1) of clause 2,—

(a) in item (i), the words "but not more than adequate" shall be omitted;

(b) for item (iii), the following item shall be substituted, namely:—

"Progressive fulfilment of the ultimate objective of complete decasualisation of the work force.";

(2) in sub-clause (1) of clause 7, in item (d)

(i) for the expression, "the increase or reduction to be made in", the expression "to increase or decrease, as may be necessary" shall be substituted;

(ii) after the words "the same", the words "in keeping with anticipated requirements and" shall be inserted;

(3) for item (p) of clause 8, the following item shall be substituted, namely:—

(p) "sanction and create fund or funds for specific purposes";

(4) in clause 12—

(a) sub-clause (f) shall be omitted;

(b) for item (iv) of sub-clause (h), the following item shall be substituted, namely:—

(iv) "sanctioning, subject to budget provision, the creation of posts the maximum salary of which exclusive of allowances is upto rupees five hundred per month, and making appointments to such posts";

(5) in clause 13, for the words "Employers' Association", the words "Employers' Association or Associations" shall be substituted;

(6) in sub-clause (2) of clause 14—

(i) in the heading, for the word "Inspectors", the words "Dock Inspectors" shall be substituted;

(ii) in the body—

(a) for the words "an Inspector or Inspectors", the words "a Dock Inspector or Dock Inspectors" shall be substituted;

(b) for the words "The Inspector" the words "The Dock Inspector" shall be substituted;

(7) in sub-clause (1) of clause 17—

(a) in item (a) for the expression "deemed to have been registered", the expression "who are deemed to have been registered" shall be substituted;

(b) in item (c), the expression "Category (k) shall be employed by the registered employers only" shall be omitted;

(8) in sub-clause (2) of clause 18,—

(a) against item (g) the asterik, "*" shall be inserted;

(b) after item (g), the following item shall be inserted namely:—

"£ (gg) Signallers.";

(c) at the end of the footnotes the following footnote shall be inserted, namely:—

"£—All Ex-Rollias III under the 1956 Scheme shall be designated as Signallers. If they are not employed as Signallers, they shall work as Stevedore Mazdoor (Junior)";

(9) in clause 19,

the last two sentences beginning with the words "The Administrative Body" and ending with the words "by the Board" shall be omitted;

(10) in clause 20,—

(a) in sub-clause (i)—

(i) in the heading for the brackets and letter "(j)", the brackets and letter "(k)" shall be substituted;

(ii) first and second paragraphs, shall be relettered as "(a)" and "(b)" respectively;

(b) in sub-clause (2)—

(i) item (i) shall be relettered as "(b)";

(ii) for paragraph (c), the following paragraph shall be substituted, namely:—

"After the provisional registration has been completed, the booking in rotation within the number so registered, shall start without allowing at that stage, any financial benefits other than the gross daily wages which accrue to registered workers for the days worked, subject to a minimum of 12 days' gross daily wages in a month.";

(iii) in item (d) (iii), for the words "under the Scheme", the words "as decided by the Board" shall be substituted;

(c) for item (a) of sub-clause (3), the following item shall be substituted, namely:—

"Any fresh registration, provisional or otherwise, in any category in which dock workers have already been registered under the Scheme shall be done—

(i) serially from workers available from the list of eligible candidates as prepared by the Registration Officer of the Board and left over at the time of initial registration, and

(ii) from workers registered with the local Employment Exchange.

For workers under item (i) above, the age of entry shall be below 58 years and for workers under item (ii), above, the age of entry shall be 25 years or below";

(d) the items (b), (c) and (d) of sub-clause (4) shall be re-numbered as sub-clauses (5), (6) and (7) respectively;

(11) in clause 22, for the word "criterial" in Explanations, the word "criteria" shall be substituted;

(12) in sub-clause (2) of clause 32,—

(i) for item (c), the following item shall be substituted, namely:—

"A worker in the reserve pool also shall not be employed for more than 9 shifts in a week or 33 shifts in a month";

(ii) in item (e), after the word, "wages", the words "inclusive of allowances" shall be inserted;

(13) in clause 34,—

(i) in proviso (i) the following words shall be added at the end, namely:—

"and not less than 12";

(ii) the following note shall be inserted at the end of the clause, namely:

"Note—For the purposes of this clause, the word 'category' wherever it occurs shall be deemed to include all classifications of sub-categories as made by the Board from time to time under the provision of clause 18.";

(14) in clause 35,—in the second proviso, the words "or for which disappointment money has to be paid under clause 37" shall be omitted;

(15) for clause 36, the following clause shall be substituted, namely:—

"36. *Employment for a shift and payments.*

(1) No worker in the reserve pool register shall be employed for a period of less than a shift and where the work for which a worker has been engaged—

(a) is completed during the working period of a shift, he shall undertake such other work in the same or any other vessel or berth as may be required by the same employer for the remainder of the shift; and

(b) cannot commence for any reason and no alternative job can be provided for him by the employers for whom he had been booked, he shall then revert to the reserve pool and shall accept any other employment that the Administrative Body may allocate to him.

(2) Subject to the provisions of sub-clause (a) and (b) above, whenever a worker in the reserve pool is booked for work immediately prior to the start of the shift and presents himself for work on the ship or point of work to which he had been booked, he shall be entitled to full wages inclusive of allowances appropriate to his category, even though the work for which he had attended cannot commence or proceed and no alternative work can be found for him";

(16) Clause 37 shall be omitted;

(17) in clause 38, for the words "Each worker shall be" the words "Each worker shall normally be" shall be substituted;

(18) in clause 41—

(a) in sub-clause (4), for the words "tonnage of the handled", the words "tonnage handled" shall be substituted;

(b) in item (iii) of sub-clause (5), for the words "Provident Fund amounts" the words "Provident Fund Account" shall be substituted;

(c) in sub-clause (8), after the words "Steamer Agents" the words "Charterers of vessels, shippers, consignees" shall be inserted,

(19) in sub-clause (1) of clause 42, for the words "sub-clause (5) of clause 20", the words "sub-clause (4) (c) of clause 20" shall be substituted;

(20) in sub-clause (1) of clause 46, for the words and figures "clauses 34, 35 and 37", the words and figures "clauses 34 and 35" shall be substituted;

(21) in sub-clause (1) of clause 47, for the expression "of item (a) or (b) of sub-clause (4) of clause 40", the expression "of item (a), (b) or (c) of sub-clause (4) of clause 40" shall be substituted;

(22) for Schedule II the following Schedule shall be substituted, namely :—

SCHEDULE II

(*See* Clause 34)

The minimum number of days in a month for which wages are guaranteed to any category or sub-category of worker under the Scheme shall be assessed annually on the basis of the average employment during the immediately preceding 12 months according to the following procedure:—

(a) The total number of man-shifts worked every month by the workers of any category or sub-category in the reserve pool shall be recorded.

(b) The effective strength of the said category or sub-category in the reserve pool on all the working days of the month shall be recorded under the following column headings:—

The effective strength of the workers in the reserve pool on a particular working day shall be	The number of the workers on the reserve pool register on that day	The number of the workers in the reserve pool on authorised or unauthoreed leave plus number of workers in these categories or sub-categories who died or whose services were terminated on that day.

(c) The average daily effective strength of the workers on all working days in a month obtained under sub-paragraph (b) above shall be added up and divided by the number of working days in the month to yield the effective strength of these workers during the month.

(d) Sub-paragraph (a) above shall be divided by the figure obtained in sub-paragraph (c) above to yield the average employment per worker per month in this category or sub-category.

(e) The averages obtained under sub-paragraph (d) above for 12 consecutive months shall be added up and divided by 12. The average so obtained shall be fixed as the minimum guarantee for the next 12 months.

For clarification, an example is given below:—

Example.—An assessment is made in June 1969 and the effective strength of the Winch Drivers in the reserve pool and manshifts worked by them during the period June, 1968 to May, 1969 are as shown under columns (2) and (3) of the Table below:—

Month	Effective strength	Total number of manshifts worked	Average employment per worker per month
1	2	3	4
June 1968.	900	10800	12
July 1968	800	10400	13
August 1968	700	10500	15
September 1968	800	12800	16
October 1968	700	11200	16
November 1968	900	15300	17
December 1968	700	11900	17
January 1969	800	10400	13
February 1969	900	12600	14
March 1969	700	10500	15
April 1969	750	12000	16
May 1969.	800	13600	17

Column (3) divided by column (2) will show the average employment per Winch Driver per month and the same is shown in column (4) of the Table.

The minimum number of days in a month for which wages shall be guaranteed for the Winch Drivers during the period June, 1969 to May 1970 will be—

$$\frac{12+13+15+16+16+17+17+13+14+15+16+17}{12} = 15{\cdot}08$$

after rounding to the nearest day=15 days.

(b) If a new category or sub-category of worker is registered, the minimum guarantee for this category or sub-category to start with will be determined as has been provided in the principles relating to the registration of new categories or sub-categories of workers mentioned in clause 20(2) of the Scheme. Similar calculation shall be made in June, 1970 and thereafter every year";

(23) After Schedule V, for the heading "Payment by result scheme for dock workers of the Port of Calcutta" and paragraphs thereunder, the following Schedule shall be substituted, namely:—

SCHEDULE VI

Incentive Scheme for Dock Workers of the Port of Calcutta

1. **Short title and application.**—(1) The Scheme may be called 'Payment by Result Scheme' (hereinafter referred to as this Scheme).

(2) The Scheme shall apply only to the categories or sub-categories of workers as detailed below in clause 2.

2. **Processing Wage.**—The processing wage of the different categories of workers shall be:

Categories	Processing Wage
	Rs.
1. Deck Foreman	11·25
2. Hatch Foreman	8·25

	Categories	Processing Wage
		Rs.
3.	Tally Clerk	7·31
4.	Winch Driver	5·75
5.	Sardar	8·25
6.	Mate	6·25
7.	Stevedore Mazdoor (Sr.)	5·75
8.	Stevedore Mazdoor (Jr.)	4·81
9.	Signaller	4·81
10.	Sardar Supervisor	11·00
11.	Stitcher	6·00
12.	Bagger	4·75
13.	Sliceman	5·75
14.	Chamachiya	5·12

NOTE:—When a general Mazdoor (Cargo) is deputed to work as a Stevedore Mazdoor (Junior), Chamachiya, Chapadar, Bagger, or Stitcher, his wages under this Scheme shall be processed on the basis of the processing wages of the Category in which he actually works.

3. **Managing Scale.**—(i) One Dock Foreman shall be booked in each shift on a working vessel, irrespective of the number of hooks working.

(ii) One Hatch Foreman shall be booked for every two working hatches:

Provided that at least one Hatch Foreman shall be booked for the hatches working on either side of the ship's accommodation.

(iii) Only one Tally Clerk shall normally be booked for every working hook, whenever tally of cargo is considered necessary by the Shipping Companies or Agents. One relieving Tally Clerk shall be booked for every 8 working Tally Clerks.

(iv) One Winch Driver shall be booked for every working winch. One relieving Winch Driver shall be booked for every 6 working Winch Drivers.

(v) Only one stevedoring gang (consisting of one Sirdar, one Mate, four Stevedore Mazdoor (Senior), two Stevedore Mazdoor (Junior) and one Signaller shall be employed per hook irrespective of the weight of cargo on the hook.

NOTE.—If on any shift the number of workers reporting for work is below full strength and if the vacancy cannot be filled, the wages as determined under clause 6 of the unfilled categories shall be divided amongst those present, provided the workers present have earned wages for 1-Unit of performance.

(vi) For each hook requiring baggers and stitchers on bulk cargo, the following workers shall be booked:

Sirdar Supervisor	1
Bagger	8
Stitcher	4

NOTE.—When Slicemen or Chamachiyas or both are engaged as Baggers in handling bulk cargoes they shall be entitled to the processing wage of their respective categories.

4. **Unit of Performance for all shifts:**

	Types of cargo	Tonnes
1.	Bag cargo, all types including food	55
2.	(a) Jute, gunnies or jute products	50
	(b) Jute weighing more than 750 Kgs each	35
3.	Iron, all types including unfabricated steel, scrap iron	45

	Type of Cargo	Processing Wage
4.	Pig Iron	50
5.	Tea—including palletised tea when not handled by forklifts on board	30
6.	Tea (palletised if handled by forklifts on board the vessel)	60
7.	Fertilisers (in bulk)	55
8.	Fertilisers (in bags)	45
9.	Drum (All types)	50
10.	All ore (including trimming) other than at No. 5 K. G. Dock	40
11.	Ore at 5 K.G. Dock	80
12.	General cargo, including papers, wood pulp etc. and individual packages weighing up to 60 tonnes	35

NOTE.—(1) Individual packages, weighing over 60 tonnes shall be time-rated.

(2) When the same gang or hook in the same shift handles more than one type of cargo, payment shall be made at the rate applicable to the type under which the larger or largest percentage of the total cargo falls.

(3) All workers shall work for the full duration of each shift.

5. (i) Payments for outputs at different levels:

Levels of output	Payments
(a) One unit	Processing wage (P.W.) *plus* W.B.I.
(b) Two Units	(2 × PW) *plus* W. B. I. *plus* Rs. 2/-.
(c) Three Units	(3 × PW) *plus* W.B.I. *plus* Rs. 4/-.
(d) Four Units	(4 × PW) *plus* W.B.I. *plus* Rs. 6/-.
(e) Five Units	(5 × PW) *plus* W.B.I. *plus* Rs. 8/-.
(f) For every unit in excess of five units.	One additional P.W. in addition to wages fixed for five units.

NOTE.—W.B.I. means the increase in daily emoluments of a worker as a result of the orders passed by Government on the report of the Central Wage Board for Port and Dock Workers.

(ii) When the output of a worker is below one unit, except for reasons beyond his control, he shall be paid the processing wage. In such cases, *i.e.*, when he is paid only the processing wage, it will be open to him to make a representation to the Dock Labour Board that his low output was due to reasons beyond his control and ask for wages at the one unit level.

(iii) For outputs in excess of complete unit levels, the workers shall be paid *pro rata* at a rate equal to the difference between the completed unit and the next higher unit.

Example.—The one unit performance of the Cargo which is being worked, is 50 tonnes and the output in the shift is 175 tonnes *i.e.* 25 tonnes above (c). Then the payment shall be the full level of (c) payment, *plus* $\frac{25}{50}\times$ (difference between level (d) and (c), *i.e.*, *plus* $\frac{25}{50}\times$ (PW *plus* Rs. 2/-).

6. **Incentive Wages of Workers concerned with more than one Hook.**—(i) A relieving Winch Driver and a relieving Tally Clerk shall be paid the average of the incentive wages of the workers relieved.

(ii) A Deck Foreman shall be paid on the basis of the average of the units of performance achieved by the workers of all the hooks that earned incentives during the shift.

(iii) A Hatch Foreman shall be paid the average of the units of performance of the hooks under his supervision that earned incentives.

NOTE.—The Chief Officer or Officer on Duty of the vessel shall certify at the end of each shift whether the supervision by the categories of workers referred to under (ii) and (iii) above has been satisfactory, or unsatisfactory. If the supervision has been unsatisfactory, the workers concerned shall not be entitled to any incentive wages.

7. **Incentive Wages of Tally Clerks.**—The payment of incentive wages to Tally Clerks shall be subject to tally being maintained satisfactorily. At the end of every ship, the Shipping Company or Agent shall certify whether tally maintained has been satisfactory or not satisfactory. If the Shipping Company or Agent certifies that the tally maintained by a Tally Clerk or a group of Tally Clerks was not satisfactory, he or they shall not be entitled to any incentive wages for the shift or shifts concerned and the incentive wage or wages if paid to such workers, shall be adjusted in the salary bill or bills of subsequent month or months.

NOTE.—The tally will be considered satisfactory whenever the accuracy in counting is found to be not less than 95 per cent.

8. **Idle Time.**—Since units of performance have been fixed taking into account the average loss of handling time that is occasioned in the course of stevedoring work at Calcutta, there shall be no separate payment for any idle time.

9. **Determination of Hook output:**

(i) *For cargo landed into boats.*—The employers shall maintain a hook-wise tally of all cargo so landed, by Tally Clerks registered or authorised under the Calcutta Dock Workers (Regulation of Employment) Scheme, 1970.

(a) *For packaged cargo upto and including sixty tonnes.*—The Bill of Entry of Manifest weights shall be the basis for converting the tallied quantities into tonnes.

(b) *For bulk cargo landed after bagging on board,* the conversion into tonnes shall be governed by clause 11.

(c) *For bulk cargo landed in bulk,* the tally shall be of the number of slings and the conversion into tonnes shall be governed by clause 11.

(ii) *For cargo shipped overside from boats.*—The employers shall maintain a hookwise tally of all cargo so shipped, by Tally Clerks registered or authorised under the Calcutta Dock Workers (Regulation of Employment) Scheme, 1970.

(a) *For packaged non-heavy lifts.* the Boat Note or Shipping Bill weights shall be the basis for converting the tallied numbers into tonnes.

(b) *For bulk cargoes, such as scrap, mill scale etc.*, the tally shall be of the number of slings and the conversion into tonnes governed by the Boat Note tonnage.

(iii) *For cargo landed ashore.*

(a) In the case of homogenous packaged cargo, including originally bagged cargo and bulk cargo bagged on board or ashore, the Port Commissioners, on the basis of the connected shore gangs output, shall issue certificates to the Dock Labour Board and also to the Stevedore employer, showing the tonnage landed by each hook during each shift. In all such cases when the stack counting is done jointly with the shore gang Sirdar and is recorded at the end of the shift by the Calcutta Port Commissioners' staff, a copy of the record shall be made available to the stevedore's representative soon after the end of the shift concerned. For bulk cargo bagged on board or ashore, the conversion factor shall be determined as per provisions of clause 11.

(b) In case of miscellaneous or heterogeneous general import packages upto and including sixty tonnes in weight, the Port Commissioners on the basis of the connected shore gang's output, shall issue certificates to the Dock Labour Board and also to the Stevedore employer, showing the periods for which each hook landed such cargo and the total weight of such cargo landed, based on a certificate of landing signed or countersigned by the officer on duty of the vessel for each shift of work.

(c) In case of bulk cargo landed in bulk, whenever the number of slings handled by each hook during each shift is recorded by the Port Commissioners for each hook, a copy of the record shall be made available to the Stevedore's representative soon after the end of the shift concerned. The Port Commissioners, on the basis of the connected shore gang's output, shall issue certificates to the Dock Labour Board and to the Stevedore Employer, showing the tonnage landed by each hook during each shift, the conversion of slings into tonnes being governed by the provisions of clause 11

(iv) *For cargo shipped from shore:*

(a) In case of general exports, the Port Commissioners, on the basis of the connected shore gang's output, shall issue certificate to the Dock Labour Board and also to the stevedore employer showing the tonnages shipped by each hook on each shift. Such certificates shall show all the details supplied to the Sirdar of the shore gang and noted in the gang handhook.

(b) In case of pig iron, ores, scrap and other bulk cargo, whenever the number of slings handled by each hook and/or the individual number of wagons involved is recorded by the Port Commissioners for each shift, a copy of the record will be made available to the stevedore's representative soon after the end of the shift concerned. The Port Commissioners, on the basis of the connected shore gang's output, will issue certificates to the Dock Labour Board and to the Stevedores Employer, showing the tonnage shipped by each hook during each shift, the conversion of slings into tonnes being governed by provisions of clause 11.

10. **Determination of the total weight of Bulk Cargoes.**—(i) For shiploads, the total weight of cargo on board shall be determined by a draft survey by competent surveyors appointed by ship-owners or agents or charterers.

(ii) For Parcel cargoes, the Bill of Lading weight or Mate's Receipt weight shall be taken as the total weight.

11. **Conversion of numbers of slings or bags or packages into tonnes.**—(1) For all bulk cargo which is either landed or shipped in bulk, or in bags not standardised ashore, the total number of bags or slings landed or shipped by each hook shall be converted into tonnes by the current conversion factor as adopted by the Port Commissioners for shore labour.

(ii) For cargo landed in bulk and bagged and standardised ashore, the number of bags standardised at each hook multiplied by the standard weight per bag will determine the weight of cargo landed by the hook.

12. **Adjustment.**—For all the work covered under clause 9, if on a survey after completion of work on a vessel, the tonnage, on the basis of which amount to be paid to workmen has been calculated, is found to be incorrect to an extent greater than 2 per cent, then the amount underpaid or overpaid shall be adjusted *pro rata* to or from all the workers concerned.

13. **Miscellaneous:—**

(a) *Shifting of cargo.*—Whenever cargo (including bulk cargo) is shifted from one portion of the hatch to another, a proper account shall be kept of the cargo shifted and the tonnage so handled as assessed by the employer, and that amount shall be credited to the workers engaged in the operation. For cargo shifted from one deck to another, one gang may be employed on each deck, if necessary and when this is done, each gang shall be separately credited with tonnage of cargo shifted.

(b) The employment of Baggers and Winch Drivers on bulk food ships, discharging through mechanical means, shall be time rated.

14. **Increase in basic pay and allowances.**—Increase in daily basic pay and allowances and the daily component of dearness and other allowance, as may be sanctioned by the Dock Labour Board, from time to time, shall be added as a differential to the incentive earnings of each workers.

15. **Night allowance.**—When called upon to work in the second and the third shifts, night allowance, as prescribed by the Board, shall be added as a differential to each worker's incentive earnings.

16. **Overtime allowance and holiday allowance.**—When called upon to work on holidays or perform overtime work, all workers shall be entitled to holiday or overtime allowance or both as sanctioned by the Calcutta Dock Labour Board from time to time, in addition to their incentive earnings under the Scheme.

17. Other conditions of service shall remain unchanged.

18. The Chairman of the Port, who is also the Chairman of the Dock Labour Board, shall appoint a Standing Committee consisting of representatives of the Port Commissioners, Dock Labour Board, Shipping Companies, Stevedore employers, shore labour and stevedore labour, to go into difficulties that may arise in the day to day working of this Scheme.

INCENTIVE TONNAGE SCHEME FOR SALT WORKERS OF THE PORT OF CALCUTTA

1. **Short title and application.**—(a) The Scheme will be called the "Incentive Tonnage Scheme for Salt Workers" and hereinafter referred to as "The Salt Scheme."

(b) The Salt Scheme shall apply to the categories of workers detailed in Clause 2.

2. **Manning Scales for Salt Hook|Scale.**—

Category	Fine Salt		Crystal Salt	
	Union Purchase	Swinging Derrick	Union Purchase	Swinging Derrick
Foremen	One per shift for whole ship		One per shift for whole ship	
Sirdar Supervisors*	3	3	2	2
Winch Drivers@	2	2	2	2
Slicemen	8	8	**	**
Chamachiyas (Hold)	12	12	12	12
Chamachiyas (Machan)	4	4	4	4
Chamachiyas (Guy)	X	4	X	4

*Sirdar Supervisor includes Signallers.

(@) Relief for Winch Driver . . . 1 for every 6 working winch Drivers.

They are to be booked only when necessary. In such cases, the booking shall be of 4 men per hook|scale, but employers may engage more Slicemen per hook or scale, if exigencies of work so require, **provided previous permission is taken from the Deputy Chairman of the Board.

Category	Fine Salt		Crystal Salt	
	Union purchase	Swinging Derrick	Union purchase	Swinging Derrick
Chapadars	2	2	2	2
Weighment Clerks†	1	1	1	1
Weighment Supervisors.	One per three scales.		One per three scales.	
Weighment Incharges	One per shift for whole ship		One per shift for whole ship.	

†Relief for Weighment Clerk—1 for every 3 working Weighment Clerks.

Note.—If on any shift the number of workers reporting for work is below full strength and if the vacancy cannot be filled, then the wages as determined under clause 5 of the unfilled categories shall be divided among those present provided the workers have earned at least their time-rate wages plus Wage Board Increase.

3. **Determination of hook-output.**—The output of each hook shall be determined according to the tally of the number of tubs discharged as maintained by the Weighment Clerk employed on the hook.

4. **Rates Table.**—The rates of payments per worker shall be as follows:—

Tubs 1 to 150	5·5 paise per tub
Tubs 151 to 200	6·5 paise per tub
Tubs 201 and above.	7·5 paise per tub.

5. **Computation of wages.**—(a) When the output of a scale is 150 tubs or more, the wages earned, as determined by application of the above rates table to the output of the hook in number of tubs, shall be payable to the lowest category of workers viz. Chamachiya (hold or guy). The other categories of workers shall

be entitled to this amount *plus* the differentials mentioned in the following clauses. In addition, all workers shall be entitled to their respective Wage Board Increases.

Note.—Wage Board Increases means the increase in daily emoluments of a workers as a result of the orders passed by the Government on the report of the Central Wage Board for Port and Dock Workers.

(b) When the output of a scale is below 150 tubs except for reasons beyond the control of the workers, they shall be paid the actual wages earned or the undernoted wages whichever is higher:—

	Category	Wages
		Rs.
1.	Foremen	11·25
2.	Sirdar Supervisors	11·00
3.	Winch Drivers	5·75
4.	Slicemen	5·75
5.	Chamachiyas (Machan)	5·19
6.	Chamachiyas (Hold & Guy)	5·12
7.	Chapadars	5·19
8.	Weighment Clerks	9·25
9.	Weighment Supervisors	10·25
10.	Weightment Incharges	11·25

In cases where they are paid wages as mentioned above, it shall be open to them to make a representation to the Dock Labour Board that the low output was due to reasons beyond their control and ask for payment of Wage Board Increases.

6. **Wage differentials of different categories of workers:—**

Category	Wage Differentials
	Rs.
Foremen	6·13
Sirdar Supervisors	5·88
Winch Drivers	0·63
Slicemen	0·63
Chamachiyas (Machan)	0·07
Chapadars	0·07
Weighment Incharges	6·13
Weighment Supervisors.	5·13
Weighment Clerks.	4·13

7. **Incentive wages of workers concerned with more than one hook.**—(a) The Foreman and the Weighment Incharge shall be entitled to the average of the incentive wages applicable to the workers of all the hooks which earned incentive wages during the shift.

(b) The Weighment Supervisor shall be paid the average of the incentive wages of those hooks supervised by him which earned incentive wages.

Note.—The Chief Officer or Officer-on-Duty of the vessel shall certify at the end of each shift whether the supervision by the categories of workers referred to in (a) and (b) above has been satisfactory or unsatisfactory. If the supervision has been unsatisfactory, the workers concerned shall not be entitled to any incentive wages.

(c) The relieving Winch Drivers and the relieving Weighment Clerk shall be paid the average of the incentive wages of the worker or workers relieved.

8. **Night allowance.**—When called upon to work in the second and third shifts, night allowance as prescribed by competent authorities from time to time, shall be added as a differential to each worker's incentive earnings.

9. **Idle time.**—There shall be no separate payment for any idle time.

10. **Overtime allowance and holiday allowance.**—When called upon to work on holidays or on overtime, all workers shall be entitled to holiday or overtime allowances or both as may be sanctioned by the Board from time to time, in addition to their earnings under Scheme.

11. **General.**—Other conditions of service shall remain unchanged.

12. The Chairman of the Port, who is also the Chairman of the Dock Labour Board, shall appoint a Standing Committee consisting of representatives of the Port Commissioners, the Dock Labour Board, Steamer Companies, Stevedore employers and stevedore labour to go into difficulties that may arise in the day to day working of this Scheme.

[No. 52/16/70-P&D.]

S.O. 319(E).—Whereas certain draft scheme to amend the Calcutta Chipping and Painting Workers (Regulation of Employment) Scheme, 1970, was published as required by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948) at pages 2003—2019 of the Gazette of India, Extra-Ordinary, part-II, section 3, sub-section (ii), dated the 21st April, 1971 under the notification of the Government of India in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), No. S.O. 1743, dated the 20th April, 1971, inviting objections or suggestions from all persons likely to be affected thereby, till the 24th May 1971;

And whereas the said Gazette was made available to the public on the 21st April, 1971;

And whereas the objections and suggestions received from the public on the said draft have been considered by the Central Government;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 4 of the said Act, the Central Government hereby makes the following scheme to amend the Calcutta Chipping and Painting Workers (Regulation of Employment) Scheme, 1970, namely:—

1. **Short title and commencement.**—(1) This Scheme may be called the Calcutta Chipping and Painting Workers (Regulation of Employment) Amendment Scheme, 1972.

(2) It shall come into force on the date of its publication in the Official Gazette.

2. In the Calcutta Chipping and Painting Workers (Regulation of Employment) Scheme, 1970—

(1) in clause 2,—

(a) after the heading "objects and application" the sub-clause shall be numbered as "(1)" thereof and in that sub-clause (1) as so numbered,—

(i) in item (i), the words "but not more than adequate" shall be omitted;

(ii) for item (iii), the following item shall be substituted, namely:—

"progressive fulfilment of the ultimate objective of complete decasualisation of the workforce";

(b) in item (c) of sub-clause (3), the words "any cargo carried by", shall be omitted:

(2) in clause 7,—

after the heading "Functions of the Board" the sub-clause shall be numbered as "(1)" thereof and in that sub-clause as so numbered, in item (d) for the expression, "the increase or reduction to be made in", the expression "to increase or decrease, as may be necessary," shall be substituted;

(3) for item (p) of clause 8, the following item shall be substituted, namely:—

"sanction and create fund or funds for specific purposes";

(4) in clause 12,—

(a) item (e) shall be omitted;

(b) for sub-item (iv) of item (h), the following sub-item shall be substituted, namely:—

"sanctioning subject to budget provision, the creation of posts the maximum salary of which exclusive of allowances is upto rupees five hundred per month and making appointments to such posts";

(5) in clause 16, in sub-clause (1),—

(a) in item (a), for the expression "deemed to have been registered" the expression "who are deemed to have been registered" shall be substituted;

(b) in item (b) for the words "For two years prior" the words "two years immediately prior", shall be substituted;

(c) in item (e) the full stop at the end, shall be omitted and the following expression shall be added, namely:—

"without prejudice to the rights of the Board for the recovery of any outstanding liabilities remaining to be paid to the Board";

(6) in clause 17, in sub-clause (2),

(a) in item (d) for the expression "'B' Mazdoor", the following shall be substituted, namely:—

"(i) 'B' Mazdoor

(ii) 'BB' Mazdoor";

(b) in item (e), for expression "C(L) Mazdoor", the expression 'D(L) Mazdoor" shall be substituted;

(c) the following sentence shall be inserted at the end, namely:—

"The Board may, as it may consider necessary, for the efficient performance of work, further classify the workers of any category into sub-categories.";

(7) in clause 18, the last two sentences beginning with the words "The Administrative Body" and ending with the words "by the Board" shall be omitted;

(8) in clause 31, in sub-clause (2),

(a) for item (c), the following item shall be substituted:—

"A worker in the reserve pool also shall not be employed for more than 9 shifts in a week or 33 shifts in a month."

(b) in item (d) the following proviso shall be inserted at the end, namely:—

"Provided that such relaxation for workers under item (b) shall normally be permitted only if the workers under item (c) have also reached the maximum of their employment of 9 shifts in a week or 33 shifts in a month.";

(c) in item (e) for the word "wages" the words "wages inclusive of allowances" shall be substituted;

(9) in clause 33, the following note shall be inserted at the end, namely:—

"Note.—For the purposes of this clause, the word 'category' wherever it occurs shall be deemed to include all classifications of sub-categories as made by the Board from time to time under the provision of clause 17";

(10) in the second proviso of clause 34, the words "or for which disappointment money has to be paid under clause 36" shall be omitted;

(11) for clause 35, the following clause shall be substituted, namely:—

"35. *Employment for a shift and payments*—

(1) No worker in the reserve pool register shall be employed for a period of less than a shift and where the work for which a worker has been engaged—

(a) is completed during the working period of a shift, he shall undertake such other work in the same or any other vessel or berth as may be required by the same employer for the remainder of the shift; and

(b) cannot commence for any reason and no alternative job can be provided for him by the employers for whom he had been booked, he shall then revert to the reserve pool and shall accept any other employment that the Administrative Body may allocate to him.

(2) Subject to the provisions of sub-clauses (a) and (b) above, whenever a worker in the reserve pool is booked for work immediately prior to the start of the shift and he presents himself for work on the shift or point of work to which he had been booked, he shall be entitled to full wages inclusive of allowances appropriate to his category, even though the work for which he had attended cannot commence or proceed and no alternative work can be found for him";

(12) clause 36 shall be omitted;

(13) in clause 37, for the words "each worker shall", the words "each worker shall normally" shall be substituted;

(14) in clause 40 in sub-clause (7), for the word "stevedoring", the words "Chipping and Painting" shall be substituted;

(15) in sub-clause (1) of clause 41, for the expression "(3) of clause 19" the expression "3(b) of clause 19" shall be substituted;

(16) in sub-clause (1) of clause 44, for the words and figures "clauses 33, 34 and 36" the words and figures "clauses 33 and 34" shall be substituted;

(17) in sub-clause (1) of clause 45, for the words "of item (a) or (b) of sub-clause (4) of clause 39", the words "of item (a), (b) or (c) of sub-clause (4) of clause 39" shall be inserted;

(18) In Schedule I,—

(a) in item (1), for the words and brackets "(monthly worker only)" the words and brackets "(monthly workers mainly)" shall be substituted;

(b) in item (3), the word and brackets "(outboard)" shall be omitted;

(c) in item (4), for the expression "'B' Mazdoor (Inboard)", the following shall be substituted, namely:—

"(i) 'B' Mazdoor,

(ii) 'BB' Mazdoor."

(d) in item (5), for the expression "C(L) Mazdoor", the expression "D(L) Mazdoor" shall be substituted;

(19) for Schedule II, the following Schedule shall be substituted, namely:—

SCHEDULE II

(*See* Clause 33)

The minimum number of days in a month for which wages are guaranteed to any category or sub-category of workers under the Scheme shall be assessed annually on the basis of the average employment during the immediately preceding 12 months according to the following procedure:

(a) The total number of man-shifts worked every month by the workers of any category or sub-category in the reserve pool shall be recorded.

(b) The effective strength of the said category or sub-category of workers in the reserve pool on all the working days of the month shall be recorded under the following column headings:—

The effective strength of the workers in the reserve poll on a particular working day shall be	The number of the workers on the reserve pool register on that day.	Number of the workers in the reserve pool on authorised un-authorised leave plus number of workers in these categories who died or whose services were terminated on tha day.

(c) The average daily effective strength of the workers on all the working days in a month obtained under sub-paragraph (b) above shall be added up and divided by the number of working days in the month to yield the effective strength of these workers during the month.

(d) (a) shall be divided by the figure obtained in sub-paragraph (c) to yield the average employment per worker per month in these categories or sub-categories.

(e) The averages obtained under sub-paragraph (d) above for 12 consecutive months shall be added up and divided by 12. The average so obtained shall be fixed as the minimum guarantee for the next 12 months. For clarification, an example is given below:—

Example.—An assessment is made in June 1969 and the effective strength of the Tindals in the reserve pool and the man-shifts worked by them during the period June, 1968 to May, 1969 are as shown under columns (2) and (3) of the Table below:—

TABLE

Month	Effective Strength	Total No. of man-shifts worked	Average employment per worker per month
(1)	(2)	(3)	(4)
June 1968	170	2040	12
July 1969	160	2080	13
August 1968	150	2250	15
September 1968	160	2560	16
October 1968	150	2400	16
November 1968	180	3060	17
December 1968	150	2550	17
January 1969	160	2080	13
February 1969	170	2380	14
March 1969	150	2250	15
April 1969	140	2240	16
May 1969	160	2720	17

Column (3) divided by column (2) will show the average employment per Tindal per month and the same is shown in column (4) of the Table.

The minimum number of days in a month for which wages should be guaranteed for the Tindals during the period June, 1969 to May 1970 will be

$$\frac{12\text{-}13\text{-}15\text{-}16\text{-}17\text{-}13\text{-}14\text{-}15\text{-}16\text{-}17}{12} = 15\cdot08$$

After rounding to the nearest day 15 days.

(f) Similar calculation shall be made in June, 1970 and thereafter every year";

(20) after Schedule III, for the heading "Calcutta Dock Labour Board" and the paragraphs thereunder, the following Schedule shall be substituted, namely:—

SCHEDULE IV

CALCUTTA DOCK LABOUR BOARD

Manning-cum-Incentive Scheme for Chipping and Painting Workers

1. The Manning-*cum*-Incentive Scheme annexed hereto apply to following categories of Chipping and Painting Workers:—

(i) Sardar/Serang.
(ii) Tindals.
(iii) A—Mazdoor.
(iv) B—Mazdoor
BB—Mazdoor
(v) D(L) Worker.

2. Processing wages—The Processing Wages of the different categories of workers shall be as under:—

Category	Processing Wage (P.W.)
Sardar/Serang	Rs. 8.75
Tindal	Rs. 4.50
A, B, BB Mazdoor	Rs. 3.37
D(L) Worker	Rs. 4.75

3. Wage Board Increase means the increase in daily emoluments of workers as result of the orders passed by Government on the report of the Wage Board for Port and Dock Workers.

4. When the output of a worker is below 1 unit except for reasons beyond his control, he shall be paid the Processing Wage. In such cases, that is, when he is paid only the processing wage, it shall be open to him to make a representation to the Dock labour Board that his low output is due to reasons beyond his control and asks for the wages at 1 unit level.

5. Where the unit level of performance is a single plate beam, frame, bay tank or cabin, payment shall be made only for completed units and any performance of part unit shall not be taken into account.

6. If work is available for at least half the shift hour, a worker shall produce the full unit level output, in order to be entitled to Wage Board Increase. If work is not available for half the shift hour, a worker shall be paid the Wage Board Increase, irrespective of the output.

7. If on any shift the number of workers reporting for work is below full strenth and if the vacancy cannot be filled, then the processing wage of the unfilled position of the working unit shall be divided among those present provided the workers present complete at least one unit of work.

8. Since units of performance have been fixed taking into account the average loss of working time that is occasioned in the course of normal chipping and painting work in Calcutta, there shall be no separate payment for idle time.

9. Increase in basic pay and allowances—Increase in daily basic pay and other allowances and the daily component fo Dearness Allowances, as may be sanctioned by the Dock Labour Board from time to time, shall be added as a differential to the incentive wage of each worker.

10. Night Allowance—When called upon to work in the second and third shifts, night allowances as prescribed by competent authorities shal be added as differentials to each worker's incentive earnings.

11. Overtime allowance and Holiday allowance—When caled upon to work on Holiday or do overtime, all workers shall be entitled to holiday or overtime allowance as sanctioned by the Dock Labour Board, from time to time in addition to their incentive earning under the Scheme.

12. The Tindals and Sardar/Serang are to be employed according to the manning scale indicated in the enclosed chart and they shall be entitled to a fixed sum of Re. 1/- each for each shift in addition to their Processing Wage as a compensatory payment against old Manning Scale allowance of Re. 1/- each.

13. The Tindals and Sardar/Serang shall also be entitled to incentive wages on the basis of the average of units of performance achieved by such workers supervised by them who earned incentives.

14. In respect of jobs not specifically covered by the Manning-cum-Incentive Scheme, whenever workers of any category are employed, they shall be entitled to a fixed sum of Re. 1/- each in addition to the processing wages.

15. The wages payable to the workers as shown under different levels of unit in the attached schedule of Manning-*cum*-Incentive Scheme pertain to one worker only.

16. After completing the first unit of a particular nature of job in a shift, if there be no other units of that nature of jobs available during that shift, then such workers may be engaged for doing on incentive basis other nature of jobs mentioned in the Schedule pertaining to the same ship.

17. Any item of work not included in the Incentive Scheme shall be carried out by the workers according to the directions of the employers/their representatives.

18. The specific jobs to be done by the workers are as under:—

A Category: All Tank work.
: Alll Engine Room tank top, cleaning etc.
: All Engine Room painting, cleaning etc.
: Boiler, Engine Room Bilges.

B Category: Dry Dock, Chain ranging, chain locker, holds, tween decks; bilges; tank top, overside plates, chipping, scrapping and primer painting, funnel derricks etc.

BB Category: Cabins/Outside accommodation painting, Alleyways, overside final painting etc.

DL : Lettermen.

19. General—(i) Other conditions of service shall remain unchanged.

(ii) The Chairman, Calcutta Dock Labour, Board, shall appoint a standing committee consisting of representatives of employ-ers, Workers and the Dock Labour Board to go into diffi-culties that may arise in the day to day working of this Scheme.

Manning-cum-Incentive Scheme for Chipping and Painting Workers

Operation	Unit of Performance	Manning Scale Mazdoors	Wage payable (excluding D.A., C.A., H.R.A. but including existing Manning scale Allowance			
			1 Unit	2 Unit	3 Unit	4 Unit
1	2	3	4	5	6	7
A. DRY DOCKING :						
(a) Washing and scrapping including stern area washing and painting.	Entire bottom of ship below of any draft					
Vessels/crafts upto 300' length (Each operation)	Entire bottom of ship below of any draft	30 Men	PW—WBI—1·00	..	..	..
Vessels/crafts ovr 300' length	"	40 Men	PW+WBI+2·25	..	..	..
(b) Painting anticorrosi to above	"	40 Men	PW+WBI+2·25	If (b) and (c) are completed in one shift, payment will be made at		
(c) Painting antifouling to above	"		PW+WBI+2·25	twice the payment for either operation.		
(d)(i) Stern area hard-scrapping.	P & S	2 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(ii) Stern area painting	Do.	3 Men	PW+WBI+1·00	..	..	..
(e) (i) Bottom plates hardscrapping and wirebrushing+ Painting	1 Plate	2 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(ii) Bottom plates painting 1 coat.	3 Plates	1 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(iii) Bottom plates chipping, wirebrushing and 1 coat paint.	1 Plate	3 Men	PW+WBI+4·00	2PW+WBI+9·00	3PW+WBI+15·00	4PW+WBI+22·00
(f) Chain regarding.	Both sides	12 Men	PW+WBI+4·25	..	..	..
(ii) Chain scrapping Painting 1 coat.	Both sides	12 Men	PW—WBI+4·25	..	..	..
(g) *Rubber Stalk*—Both sides and chipping, wirebrushing one coat of paint.	30 sq. ft.	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00

(B) HULL PLATES :							
(a) Chipping, wirebrushing and 1 coat of paint (blackplate).	1 plate irrespective of area.	3 Men	PW+WBI+4·00	2PW+WBI+9·00	3PW+WBI+15·00	4PW+WBI+22·00	
Chipping, wirebrushing and 1 coat of paint (B/T Plates including wind and weather plates).	Do.	4 Men	PW+WBI+4·00	2PW+WBI+9·00	3PW+WBI+15·00	4PW+WBI+22·00	
(c) Chipping, wirebrushing and 1 coat of paint (other portions from outside (Not on plate basis).	45 sq. ft.	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00	
(d) Scrapping, washing and removing marine growth, oily marks etc. Boottopping all round.	Entire area upto 8 feet.	6 Men	PW+WBI+2·00	2PW+WBI+6·00	3PW+WBI+9·00	4PW+WBI+14·00	
(e) Painting 1 coat to regulation colours. Boottopping all round.	Entire area upto 8 feet.	8 Men	PW+WBI+2·00	2PW+WBI+6·00	3PW+WBI+9·00	4PW+WBI+14·00	
(f) Painting 1 coat topside.	Each side Dabusa	12 Men 3 Men	PW+WBI+1·00 PW+WBI+1·00	2PW+WBI+3·00 2PW+WBI+3·00	3PW+WBI+6·00 3PW+WBI+6·00	4PW+WBI+10·00 4PW+WBI+10·00	
(g) Painting ship's white band or ribbon.	Each side 1 coat.	3 Men 3 D/L	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00	
(h) Painting ship's white half round.	Complete job 1 coat	As required.					
A.1. Chain Locker (after removal of sludge) (P & S) Chipping, Painting and 1 coat paint.	Entire chain locker (P & S))Each side)	12 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00	
2. *Funnel* :							
Chipping, wirebrushing, scrapping and 1 coat paint.	As required.						
3. *Derricks top to bottom*:							
Chipping, wirebrushing and 1 coat paint.	As required.						
4. *Mast , Jambo Derrick* (top to bottom) Chipping and 1 coat paint.	As required.						

1	2	3	4	5	6	7
B. HOLDS/TWEEN DECKS/DEEP TANKS ETC.						
(i) Rigging staging to any required height.	(a) Upto 250 tons capacity.	8 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
	(b) From 250 to 400 tons and capacity.	12 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
	(c) Capacity from 400 and tons & above.	18 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(ii) Dismentling staging and keeping materials at proper place.	(a) Upto 250 tons capacity.	4 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
	(b) From 250 to 400 tons capacity.	6 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
	(c) Capacity from 400 tons above.	9 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(iii) *Chipping /W/B & I coat paint*:						
(a) Frames irrespective of width.	10′ in height.	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(b) Deckheads irrespective of width.	10′ in length.	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(c) Bullheads.	50 sq. ft. or 1 frame space 10′ height whichever applicable.	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(d) Deck plates of main decks and tank tops.	45 sq. ft.	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00

(iv) *Spot chipping and hardscrapping*						
(a) Hods	2 Entire frame space	1 Man	PW+WBI÷1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(c) Tween Deck	4 Entire frame space	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI÷10·00
(c) Deep Tanks	3 Entire frame space	1 Man	PW+WBI+1·00	2PW+WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI+10·00
(d) Deck heads	60 sq. ft.	1 Man	PW+WBI÷1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI÷10·00
(e) Bulkheads	60 sq. ft.	1 Man	PW+WBI÷A·00	2PW+WBI÷3·00	3PW+WBI÷6·00	4PW+WBI÷10·00
(f) Deck plates of main deck and tank top.	60 sq. ft.	1 Man	PW+WBI÷1·00	2PW+WBI÷3·00	3PW+WBI÷6·00	4PW÷WBI+10·00
(v) Touch up with composition, if required : (a) Holds (b) Tween Decks (c) Deep Tanks (d) Deep Heads (e) Bulkheads (f) Deck plates of main decks and tank top.	As required.					
(vi) *Painting one coat* :						
(a) Sides in holds	4 Entire frame space	1 Man	PW÷WBI÷1·00	2PW+WBI÷3·00	3PW+WBI+6·00	4PW÷WBI÷10·00
(b) Tween Decks	6 Entire frame space	1 Man	PW+WBI÷1·00	2PW÷WBI+3·00	3PW÷WBI÷6·00	4PW÷WBI+10·00
(c) Deep Tanks	Painting 4 frames	1 Man	PW+WBI÷1·00	2PW+WBI÷3·00	3PW÷WBI+6·00	4PW÷WBI+10·00
(d) Deckheads-Holds or Tween Decks.	4 Entire frame space.	1 Man	PW÷WBI÷1·00	2PW+WBI+3·00	3PW÷WBI÷6·00	4PW+WBI÷1·000
B.I. BULWORK PLATES:						
(a) Chipping, wirebrushing and 1 coat paint.	45 sq. ft.	1 Man	PW÷WBI+1·00	2PW÷WBI+3·00	3PW+WBI÷6·00	4PW÷WBI+10·00
(b) Wirebrushing and 1 coat paint.	400 sq. ft.	1 Man	1 PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW÷WBI÷10·00
B.II. HATCH COAMINGS OF MAIN DECK						
(a) Chipping, W/B and 1 coat paint.	45 sq. ft. internally.	1 man	PW÷WBI÷1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW÷WBI+10·00
(b) Scraping, spot chipping and touching up with composition.	1 Entire hatch Coaming-Internally Externally	3 men 4 Men	PW+WBI÷1·00 PW+WBI+1·00	2PW÷WBI÷3·00 2PW+WBI+3·00	3PW+WBI÷6·00 3PW÷WBI+6·00	4PW÷WBI÷10·00 4PW÷WBI÷10·00

1	2	3	4	5	6	7
(c) Painting 1 coat	1 Entire	3 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(d) Painting 1 coat	hatch coaming- Internally					
	Externally	3 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
III. BEAMS.						
(a) Chipping, W/B and 1 coat paint	Each Beam	2 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(b) Spot chipping, Scraping and touch up with composition	2 Beams	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6.00	4PW+WBI+10.00
(c) Painting one coat.	2 Beams	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
IV. ANGLE BARFRAME SPACE : (ANGLE 4" wide)						
(a) chipping, W/B and 1 coat paint	40 R. ft.	1 Man	PW+WBI+1·00	2 PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(b) Wirebrushing and 1 coat paint	120 R. ft.	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
V. STANCHIONS :						
(a) Chipping, wirebrushing and 1 coat paint	Holds/Deep Tanks 1 Stanchion Tween Decks	2 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
	1 Stanchion	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
1 coat painting	Holds/Deep Tanks 2 Stanchions	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
	Tween Deck 3 Stanchions	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
VI. BILGES (only cleaing etc. to be done by harbour crew without using scrappers or chipping hammers).						
(a) Chipping and wirebrushing	1 Bay	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(b) Scrapping and wirebrushing	3 Bays	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(c) Cementing . . .	6 Bays	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(d) Painting	3 Bays	1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00

TNKS						
(a) Hardscrapping all tanks (except edible oil tank)	3 Frame spaces	1 Man	PW+WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI+6·00	4PW÷WBI+10·0 0
(b) Bailing out water and cleaning & drying out table.	Complete job	Men as required to be arranged by employer. Capacity Upto 50 T. / for every additional 25 T. capacity.				
(c) Scrapping loose cement or faced paint wherever necessary, cleaning and drying up.	6 Men	2 Men	PW+WBI÷1·00	2PW+WBI+3·00	3PW+WBI÷6·00	4PW÷WBI+10·00
(d) Cement washing, Painting or oiling.	6 Men	2 Men	PW+WBI+1·00	2PW÷WBI÷3·00	3PW+WBI+6·00	4PW+WBI+10·00
C.I. *Sanitary Tanks* (*Capacity upto 15 Tanks*).						
(a) Scrapping and cleaning . . .	Per tabk	2 Men	PW+WBI÷1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI÷10·00
(b) Cement washing . . .	Per tank	2 Men	PW÷WBI+1·00	2PW+WBI÷3·00	3PW÷WBI÷6·00	4PW+WBI+10·00
C.II. *Fresh water Tanks/Double bottom Tanks*						
(a) Chipping inside, wirebrushing of all tanks	40 sq. ft.	1 Man	PW+WBI÷1·00	2PW÷WBI÷3·00	3PW+WBI+6·00	4PW+WBI+10·00
(b) Cement washing . . .	Capcity upto 40 Tons	For every additional 25 T. capacity				
C.III. *Edible Oil Tanks*	4 Men Capacity 250 tons	2 Men 250 T to 400 T.	PW÷WBI+1·0 Capacity 400 T.	2PW+WBI+3·00	3PW+WBI+6·00	4PW÷WB ⊥ , ·00
(a) Rigging & Staging . . .	8 Men	12 Men	1- Men PW+WBI÷1·00	2PW+WBI+3·00	3PW+WBI÷6·00	4PW÷WBI÷10·00
(b) Dismantling staging and deeping materials at proper place.	4 Men	6 „	9 Men PW÷WBI+1·00	2PW+WBI+3·00	3PW÷WBI+6·00	4PW+WBI÷10·00
(c) Clipping Bulk, Tanktop and sides	30 Sq. ft.	1 Man	PW÷WBI+1·00	2PW÷WBI÷3·00	3PW+WBI÷6·00	4PW÷WBI+10·00

1	2	3	4	5	6	7
(d) Chipping deckhead . .	25 sq. ft. Capacity 100 tons.	1 Man Every Additional 50 tons capacity	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
(e) Applying one coat caustic, chemical solution or oil.	&4 Men	2 Men	PW÷WBI÷2·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
	4 Men	2 Men	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
(f) Wirebrushing						
(g) Washing or hosing with water and cleaning/wiping	&Upto 300 &tons e01 T. to 500T.	4 Men	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
		6 Men	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
	Above 500T.	- Men	PW—WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
D. Accommodation (Washing and Fine Painting).	2 Cables Each cabin	2 Men	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
(a) Cabins (crew accommodation washing (including Fitting) painting (each cabin)	4 berths	3 Men	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
	4 berths 3 cabin complete	3 „	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
D(I) (a) Painting cabin . . .	Extra fvr additional berth.	1 Man	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
(b) Crew's mess room washing	Complete job	1 Man	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
Printing.	Do.	2 Men	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
(c) Hospital & Lavatory—						
Washing	Complete job	2 Men	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
Painting	Complete job	3 Men	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
(d) Toilet & Wash Places—						
Washing	3 Units	1 Man	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
Painting.	3 Units	2 Men	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
(e) Common wash places—						
Washing	Complete job	2 Men	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00
Painting	Complete job	4 Men	PW÷WBI÷1·00	2PW÷WBI÷3·00	3PW÷WBI÷6·00	4PW÷WBI÷10·00

1	2	3	4	5	6	7
(f) Crews Alleyways—washing	10/length irrespective of width	2 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(f) Painting	-do-	3 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
Washing	20/ Length	4 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
Painting	20/ Length	6 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(g) Companion and Stairway—						
Washing		1 Man	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
Painting		2 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(h) Crews Galleys—						
Washing	Complete job (For more than 10 crew)	2 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
Painting	-do-	3 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+6·00	4PW+WBI+10·00
(i) Passenger cabin without toilet—						
Washing	2/	2 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW—WBI—6·00	4PW+WBO+1·00
Painting	4Q/	3 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW—WBI—6·00	4PW+WBI+10·00
D-II Any other painting	30 sq. ft.	1 Men	PW+WBI+1·00	2PW+WBI+3·00	3PW+WBI+3·00	4PW+WBI+10·000

Manning Scale for Tindals and Sirdars Serangs

(a) A Sardar Serang shall be employed to supervise over every unit of 20 Men of each category booked.

(b) Employment of Tindals shall be as follows :

(1) For 2 workers of each category—Nil.

(2) For 3 to 12 workers each category —1 Tindal..

For every additional 10 workers—1 Tindal.

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